

CBP: Securing America's Borders

Whether on the frontlines or serving behind the scenes supporting our mission, the men and women of CBP are dedicated to keeping America safe. CBP counts on them. Our Nation counts on them. Can we count on you?

CBP Mission Statement:

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS. Discover a challenging and rewarding career in the U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please visit our website at: <http://www.cbp.gov/>.

A new video- Protecting America 24/7 - emphasizes the importance of CBP Field Operations' frontline role in helping CBP accomplish its mission. Visit our website at: [Video – CBP Field Operations: Protecting America 24/7](#) to watch this exciting new video.

Follow U.S. Customs and Border Protection on twitter [@CustomsBorder](#)

AMENDED: This job announcement has been extended until April 2, 2012 or 2000 applications, whichever comes first.

Who May Apply: Open to all U.S. Citizens

Relocation expenses will not be paid.

Applications will be accepted through 11:59 pm Eastern Standard Time on the closing date of 03-29-12 OR at 11:59 pm EST on the day that we reach 2,000 applications, whichever comes first. No applications will be accepted after that date and time. We recommend that you apply as soon as possible.

Where Will Positions Be Filled Under This Announcement?

Positions filled under this announcement are in the U.S. Customs and Border Protection, Office of Field Operations. You will be asked to identify one geographic region in which you are willing to work in the on-line application process.

Salary: Salary listed reflects the general base scale and will be adjusted to meet the locality pay of the duty location or cost of living allowance upon selection.

Relocation Authorized: No

U.S. Citizenship

Background Security Investigation

Residency in the U.S. for the last 3 years (see explanation)

Drug Test Required

Medical may be required

Selective Service registration required for males born after 12/31/1959

U.S. Customs and Border Protection (CBP) operate 24 hours a day- 7 days a week.

The CBP Agriculture Specialist (AGS) primary responsibilities are:

- Serve as a consultant in the areas of inspection, analysis, intelligence, examination and law enforcement

activities regarding the importation of agricultural/commercial commodities and conveyances at ports of entry.

- Apply laws and regulations when determining the admissibility of agriculture commodities while

preventing the introduction of harmful pests, diseases, and potential agro-terrorism into the United States.

- Participate in special enforcement, targeting or analysis teams charged with collecting and analyzing

information and identifying high-risk targets.

- Plan and conduct remedial actions such as treating, disinfecting, and decontaminating prohibited commodities, conveyances, contaminants or agricultural materials.

BASIC QUALIFICATIONS ALL GRADES (GS-5/7/9):

You must have successfully completed a full four-year course of study at an accredited college/university leading to a bachelor's or higher degree that included a major field of study in biological sciences (including botany, entomology and plant pathology), agriculture, natural resource management, chemistry or related disciplines (e.g., ecology). If you have not completed the above education, you must have completed at least 24 semester hours in the same disciplines listed above plus appropriate experience or additional education. Examples of qualifying experience may include working in pest management, environmental monitoring, farm management, agricultural commodity importation and/or exportation or other related experience in pest/pathogen detection, regulation, eradication and control.

Additionally, In Order To Meet The Qualifications For The GS-7 And GS-9 Grade Level:

GS-7: There are 4 possible ways you can meet the qualification requirements for the GS-7 (You must meet one):

(1) In addition to meeting the basic qualifications you must possess one year of specialized experience that equipped you with the skills needed to perform the job duties, equivalent to at least the GS-5 grade level. Examples include applying clear, detailed instructions to assist with the inspection of vessels, vehicles, aircraft and baggage for the presence of restricted plant material, pests or diseases and with the review/ analysis of passenger and/or commodity documents to assess the agricultural risk of their entry. **OR**

(2) In addition to meeting the basic qualifications you may substitute successful completion of one year of full-time graduate education for the experience required at the GS-7. This education must have been obtained from an accredited college or university and demonstrate the skills necessary to do the work of the position. (A course of study in biological science, agriculture, natural resource management, chemistry or a related field is qualifying.) Check with your school to determine how many credit hours comprise a year of graduate education. If that information is not available, use 18 semester or 27 quarter hours. **OR**

(3) In addition to meeting the basic qualifications you may substitute superior academic achievement for experience required at the GS-7. You must have completed the requirements for a bachelor's degree from an accredited college/university with a grade point average of 3.0 or higher out of a possible 4.0 based on 4 years of education or based on courses completed during the final 2 years; or 3.5 or higher out of a possible 4.0 based on the required courses completed in the major field; or have a class standing in the upper third of the graduating class in the college, university, or major subdivision; or membership in a national scholastic honor society (to verify eligibility go to: http://www.achsnatl.org/quick_link.asp **OR**

(4) In addition to meeting the basic qualifications you may be eligible to combine graduate level education and specialized experience (as described in 1 & 2 above) to meet the total qualification requirements.

GS-9: There are 3 possible ways you can meet the qualification requirements for the GS-9 (You must meet one):

(1) In addition to meeting the basic qualifications you must have one year of specialized experience that equipped you with the skills needed to perform the job duties, equivalent to at least the GS-7 grade level. Examples include independently conducting routine inspections of vessels, vehicles, aircraft, cargo, agriculture commodities and baggage for the presence of regulated and/or restricted plant material, pests or diseases and either safeguarding and confiscating prohibited items or treating infested material; or reviewing/analyzing passenger, conveyance, cargo and/or commodity documents, databases and tactical intelligence to assess the agricultural risk of their entry. **OR**

(2) In addition to meeting the basic qualifications you may substitute successful completion of a master's or equivalent graduate degree or two full years of progressively higher level graduate education leading to such a degree in an accredited college or university for the experience required at the GS-9 level. This education must have been obtained from an accredited college or university and demonstrate the skills needed to do the work of the position. (A course of study in biological science, agriculture, natural resource management, chemistry or a related field is qualifying.) Check with your school to determine how many credit hours comprise two years of graduate education. If that information is not available, use 36 semester or 54 quarter hours. **OR**

(3) In addition to meeting the basic qualifications you may be eligible to combine graduate level education and specialized experience (as described in 1 & 2 above) to meet the total qualification requirements.

Applicants maybe eligible to qualify for the positions based on education completed within 9 months from the date of application.

Residency: If you are not currently a CBP employee, you must meet one or more of the following primary residency criteria for the last three years prior to applying to this announcement:

1. Resided in the United States or its protectorate or territories (excluding short trips abroad, such as vacations);
2. Worked for the United States government as an employee overseas in a federal or military capacity; or
3. Been a dependent of a United States federal or military employee serving overseas.

Exceptions may be granted if you provide complete state-side coverage information such as the state-side address of the professor in charge of the "Study Abroad" program, the church records for your overseas church mission, and/or state-side addresses of anyone who worked or studied with you overseas. You must provide information and related documentation at the time of application.

- **Citizenship:** Applicants must be U.S. Citizens.
- **Motor Vehicle Operation:** You must possess a valid driver's license at the time of appointment.
- **Uniforms:** This position requires you to wear an officially approved uniform while in a duty status.
- **Training:** You will be required to attend 10-12 weeks of paid training at the Professional Development Center in Frederick, Maryland. This technical training must be successfully completed according to the standards of the U.S. Customs and Border Protection.
- **Overtime and Shift Work:** This position requires regular and recurring overtime and shift work. You may also be rotated between assignments and duty locations.
- **Physical and Environmental Conditions:** The work environment includes offices, aircraft operation areas, airline passenger and cargo areas, and land ports. Periods of outdoor work may be required in snow, rain or extreme heat. Occasional periods of outdoor work may be required in remote areas with no modern comfort facilities. The work may involve the use of toxic chemicals,

pesticides and fumigants. Protective clothing may be required such as hard hats, gloves, goggles, hearing protection and respirators.

- **Video-Based Test (VBT):** An oral Video-Based Test (VBT) (interview) will be administered to all individuals who are determined to be basically qualified. The test takes about one-half hour and is evaluated by a team of CBP management officials. When you are administered the VBT, you will be filmed while responding to a set of videotaped scenarios. This film will later be viewed and evaluated. The test is rated on a pass/fail basis. Therefore, you will need to receive a "pass" rating to continue through the process. If you are tentatively selected, you will be notified of the date, time and location of your Video-Based Test.
- **Drug Test:** All applicants will be required to pass a drug test which is administered randomly at any point in the pre-appointment screening process.


How you will be evaluated:

Your resume and supporting documentation will be reviewed to ensure you meet the qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire. You will receive an "EL" (eligible) rating and will be placed in one of the following categories:

1. Best Qualified: Applicants who demonstrate a superior level of education and experience.
2. Well-Qualified: Applicants who demonstrate a satisfactory level of education and experience.
3. Qualified: Applicants who demonstrate the basic qualifications.

Veterans: Veterans with 5 point preference who meet the eligibility and qualification requirements are placed above non-preference eligibles within the category in which they qualify. Veterans who have a compensable service-connected disability of at least 10% are listed in the best qualified category, except when the position being filled is scientific or professional at the GS-09 grade level or higher. This position is a scientific/professional position at the GS-9. For information on veterans' preference, please see: <http://www.fedshirevets.gov/index.aspx>

Your application packet must include a completed assessment questionnaire, a resume, transcripts, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. You are not required to submit official documentation as part of your application package; an unofficial version will be accepted during the application process. However, if selected, you must provide the required official documentation prior to appointment. If any part of your application is not received, it will be evaluated solely on the information available. Incomplete college transcripts may result in an ineligible rating.

NOTE: If you are unable to upload your information, you may fax it in. Please complete the cover page located at <http://staffing.opm.gov/pdf/usascover.pdf> using vacancy announcement LN628903. Please provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. The fax number is 1-478-757-3144 .

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. If you are unable to apply online, please contact the Minneapolis Hiring Center listed at the end of this vacancy announcement by the closing date for further instructions. You may apply more than once, but the most recent application is the only one that will be used. You must submit your resume, your online questionnaire and any supporting documents by 11:59 p.m. Eastern Standard Time on the closing date of this announcement.

Resume: A resume describing your job-related qualifications is required and must be in English. It must contain your full name, address, phone number, the last four digits of your Social Security Number, a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your work schedule and salary.

•**Completed online self-assessment questionnaire.**

•**Transcripts are required** (unofficial acceptable for the application process).

Education must be from an institution accredited by an agency recognized by the U.S. Department of Education. Education obtained from a foreign university or college is not creditable unless it has been evaluated by an organization that specializes in interpretation of education credentials. For a listing of accrediting agencies, please see

<http://www.naces.org/members.htm>

•**Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) eligibility:** You must submit a separation notice; SF-50B; a current (or a last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456. If you have never been a federal employee you do not qualify for ICTAP/CTAP priority consideration. You must be well qualified in order to be considered under this eligibility.

•**Veterans Preference:** To apply veteran's preference you must submit the following proof of eligibility:

•**Five Point Preference:** DD 214 (Member Copy 4)

•**Ten Point Preference:** DD214 (Member Copy 4) and supporting documentation as listed on the Standard Form 15 (application for 10-Point Veteran's Preference). Click this link for a copy of the SF-15: http://www.opm.gov/forms/pdf_fill/SF15.pdf. Veteran's with a service-connected disability must also submit a VA Disability Award letter dated 1991 or later.

•**If you are currently serving on active duty:** A statement of service from your unit identifying the branch of service, period(s) of service, campaign badges or expeditionary medals earned, and the date you will be separated or be on approved terminal leave. If you supply a statement of service at this stage, your preference will be verified by a DD 214 (Member Copy 4) upon separation from the military. Please upload veterans' documents under "veterans' documents". For more information about veteran's preference, please click this link:

<http://www.opm.gov/employ/veterans/html/vetguide.asp>

ADDITIONAL OR MISSING INFORMATION WILL NOT BE SOLICITED, INCOMPLETE APPLICATIONS WILL BE RATED INELIGIBLE.

What to Expect Next:

You will be evaluated based on your resume, transcripts and the responses to the online questionnaire. You must meet all qualification requirements by the closing date of the announcement. Please note that qualification claims are subject to verification. Once you have completed the application process, you will be notified by email with the determination of your eligibility.

An inventory of eligible applicants for the Agriculture Specialist (AGS), GS-401-5/7/9 is being established under this announcement using category rating. Once you are found qualified for the position you will be placed on the AGS inventory. Your eligibility will be good for 6 months. You will be considered for future openings by grade and category for the geographic region you selected. Hiring for Agriculture Specialists is anticipated mainly along the southwest border of the United States.

Referral for consideration will be based on the number of applicants on the inventory and agency hiring needs. If you are tentatively selected for a position, your name will be removed from the inventory. There is no guarantee that everyone will be selected for a position. If you have been tentatively selected for an AGS position and you reapply under a new announcement and are re-selected for a different geographic region, your most recent selection will override any previous offer. If you decline an offer, you will have to wait until the next open period to reapply.

The Federal government offers a number of exceptional benefits to its employees. These benefits include, but are not limited to: health care, life insurance, flexible spending and dependent care accounts, annual and sick leave, long-term care insurance, retirement savings plans and transit subsidies. For more information about these benefits, please visit:

<http://www.usajobs.gov/ResourceCenter/Index/Interactive/Benefits#icc>

- **Promotion Potential:** When promotion potential is shown, the agency is not making a commitment and is not obligated to provide future promotions to you if you are selected. Future promotions will be dependent on your ability to perform the duties at a higher level, the continuing need for an employee assigned to the higher level and administrative approval.

- **Probationary Period:** All employees new to the Federal government must serve a one-year probationary period during the first year of his/her initial permanent Federal appointment to determine fitness for continued employment. Current and former federal employees may also be required to serve or complete a probationary period in accordance with 5 CFR 315.801.

- **Selective Service Registration:** If you are a male applicant born after December 31, 1959, you must certify that you have registered with the Selective Service System or are exempt from having to do so under Selective Service law.

- **Direct Deposit:** All agency employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.

Geographic Locations:

Applicants applying to this announcement will only be able to select from one geographic region. Positions may be filled at any CBP port of entry within the regions. You must be willing to work at any duty location that falls within that region's jurisdiction. A final duty location will not be provided until you have cleared all pre-employment processes and are scheduled to enter on duty. Relocation expenses will not be paid to the initial duty location.

- **8016 Southwest** -(to include but not limited to the following locations) Laredo, El Paso, Fabens, Brownsville, Del Rio, Eagle Pass, Pharr, Progreso, Presidio, Rio Grande City, and Roma, Texas; Andrade, Calexico, Otay Mesa, San Ysidro, Tecate, and San Bernardino, California; Arizona, and New Mexico.
- **8027 Texas East** – (to include but not limited to the following locations) Houston, Galveston, Dallas, Amarillo, Corpus Christi, Lubbock, Midland, Freeport, Port Arthur, and San Antonio, Texas.
- **8017 Northwest/Northern Border** - States of Washington, Idaho, Montana, North Dakota and Minnesota.
- **8028 West Coast** - (to include but not limited to the following locations) San Francisco, Sacramento, Oakland, Los Angeles, Long Beach, California and the States of Nevada and Oregon.
- **8018 Midwest** –States of Illinois, Indiana, Iowa, Kansas, Missouri, Nebraska, Oklahoma, South Dakota, Arkansas, Wisconsin, Wyoming, Ohio, Colorado and Michigan.
- **8019 Northeast** -(to include but not limited to the following locations) Erie, Pittsburgh, Buffalo, Rochester, Syracuse, Albany, Alexandria Bay, Champlain, Ogdensburg, New York; and the States of Vermont, New Hampshire, Connecticut, Rhode Island, Massachusetts and Maine.
- **8029 Central/East Coast** - (to include but not limited to the following locations) Queens/JFK New York, Philadelphia, and the States of Maryland, Delaware, New Jersey, Virginia, and West Virginia.
- **8020 Southeast** - Alabama, Georgia, Louisiana, Mississippi, Tennessee, North Carolina, South Carolina, and Kentucky.
- **8021 Florida** – Florida, Puerto Rico, St. Thomas VI and St. Croix, VI.
- **8030 Pacific** - Guam, Northern Mariana Islands.
- **8031 Alaska.**
- **5746 Hawaii.**

Equal Employment Opportunity: The agency is an Equal Opportunity Employer. All candidates will be considered regardless of their race, color, religion, sex, national origin, age, sexual orientation, protected genetic information, status as a parent, lawful political affiliation, marital status, physical/mental disability (if not a job factor), membership or non-membership in an employee organization or any other non-merit factor.

Reasonable Accommodations: Applicants requiring reasonable accommodations for any part of the application and hiring process should contact the Human Resources Office Representative listed on this announcement. Determinations on requests or reasonable accommodation will be made on a case-by-case basis.

E-Verify: CBP uses E-Verify to validate all newly hired applicants' ability to work legally in the United States. To learn more about E-Verify, please follow this link: <http://www.uscis.gov/files/nativedocuments/e-ver-employee-rights.pdf>

CBP encourages Women, Minorities and Veterans to apply for an exciting career with Customs and Border Protection, for more information about CBP's mission, activities and careers, please visit our website at: www.cbp.gov.